

# SAMARYA ENGINEERING SERVICES

Office : Plot no.- 90/11, Sector – 16 , Sankalp Vihar , PCNTDA , Chikhali , Pune – 412114

E- mail Id : [samaryaengineering@gmail.com](mailto:samaryaengineering@gmail.com) Mob no.: 7350058872 /9607596951

GST No.- 27BOKPP9768RIZG

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**Date:** 20.11.2024

**To,**  
**Endurnace Technologies Limited.**

**Subject:** Applicability of PF and ESI for Our Organization

Dear Sir,

This is to clarify regarding the applicability of Provident Fund (PF) and Employee State Insurance (ESI) for our organization. According to the regulatory framework:

**1. Provident Fund (PF):**

As per the Employees' Provident Funds and Miscellaneous Provisions Act, 1952, PF is applicable to establishments employing **20 or more employees**. Since our organization employs **only 9 on-roll employees**, we currently do not fall under the mandatory requirement for PF coverage.

**2. Employee State Insurance (ESI):**

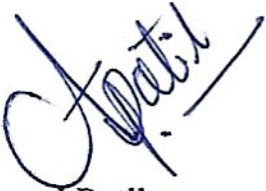
Under the Employees' State Insurance Act, 1948, ESI is applicable to organizations employing **10 or more employees** (in Maharashtra). As our workforce strength is below this threshold, ESI does not apply to our establishment at this time.

While these provisions are not mandatory for us due to the size of our workforce, we are committed to ensuring the welfare of our employees and adhere to other applicable labor laws and standards to maintain a conducive and compliant work environment.

Should there be any further information required, or if you have additional queries, please do not hesitate to contact us.

Thank you for your understanding and support.

Yours sincerely,



Anand Patil

[Authorized Signatory]

For Samarya Engineering Services



(ISO 9001:2015 Certified Company)